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WAGE DETERMINATION NO: 94-2193 REV (23) AREA: IN,INDIANPOLIS

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2193
Revision No.: 23
Date Of Last Revision: 07/17/2001

State: **Indiana**

Area: **Indiana** Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fount
amilton, Hancock, Hendricks, Henry,
Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan,
anoë, Vermillion, **Vigo**, Warren

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.15
Accounting Clerk II	10.44
Accounting Clerk III	12.88
Accounting Clerk IV	15.86
Court Reporter	13.20
Dispatcher, Motor Vehicle	13.20
Document Preparation Clerk	10.53
Duplicating Machine Operator	10.53
Film/Tape Librarian	10.40
General Clerk I	8.01
General Clerk II	8.58
General Clerk III	9.98
General Clerk IV	13.06
Housing Referral Assistant	13.92
Key Entry Operator I	9.30
Key Entry Operator II	10.47
Messenger (Courier)	7.81
Order Clerk I	7.64
Order Clerk II	14.40
Personnel Assistant (Employment) I	9.29
Personnel Assistant (Employment) II	10.57
Personnel Assistant (Employment) III	11.67
Personnel Assistant (Employment) IV	13.14
Production Control Clerk	14.87
Rental Clerk	11.96
Scheduler, Maintenance	11.20

Secretary I	11.20
Secretary II	12.36
Secretary III	13.92
Secretary IV	19.10
Secretary V	22.13
Service Order Dispatcher	11.96
Stenographer I	11.13
Stenographer II	14.24
Supply Technician	19.10
Survey Worker (Interviewer)	11.48
Switchboard Operator-Receptionist	9.37
Test Examiner	12.36
Test Proctor	12.36
Travel Clerk I	9.36
Travel Clerk II	9.98
Travel Clerk III	10.58
Word Processor I	10.40
Word Processor II	12.03
Word Processor III	12.41
Automatic Data Processing Occupations	
Computer Data Librarian	12.90
Computer Operator I	11.95
Computer Operator II	13.48
Computer Operator III	15.42
Computer Operator IV	18.84
Computer Operator V	22.18
Computer Programmer I (1)	14.78
Computer Programmer II (1)	18.34
Computer Programmer III (1)	22.39
Computer Programmer IV (1)	27.28
Computer Systems Analyst I (1)	23.63
Computer Systems Analyst II (1)	27.37
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.48
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.07
Automotive Glass Installer	16.81
Automotive Worker	16.81
Electrician, Automotive	17.35
Mobile Equipment Servicer	15.36
Motor Equipment Metal Mechanic	18.07
Motor Equipment Metal Worker	16.81
Motor Vehicle Mechanic	18.07
Motor Vehicle Mechanic Helper	14.82
Motor Vehicle Upholstery Worker	16.15
Motor Vehicle Wrecker	16.81
Painter, Automotive	17.35
Radiator Repair Specialist	16.81
Tire Repairer	14.84
Transmission Repair Specialist	18.07
Food Preparation and Service Occupations	
Baker	10.71
Cook I	9.88
Cook II	10.71
Dishwasher	8.34
Food Service Worker	8.34
Meat Cutter	10.71

Waiter/Waitress	7.62
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.65
Furniture Handler	15.60
Furniture Refinisher	18.65
Furniture Refinisher Helper	15.93
Furniture Repairer, Minor	17.29
Upholsterer	18.65
General Services and Support Occupations	
Cleaner, Vehicles	8.34
Elevator Operator	8.34
Gardener	9.63
House Keeping Aid I	7.20
House Keeping Aid II	8.34
Janitor	8.34
Laborer, Grounds Maintenance	8.36
Maid or Houseman	7.05
Pest Controller	9.16
Refuse Collector	8.34
Tractor Operator	9.22
Window Cleaner	8.76
Health Occupations	
Dental Assistant	12.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.61
Licensed Practical Nurse I	12.78
Licensed Practical Nurse II	14.36
Licensed Practical Nurse III	16.07
Medical Assistant	10.62
Medical Laboratory Technician	11.26
Medical Record Clerk	10.85
Medical Record Technician	13.57
Nursing Assistant I	7.86
Nursing Assistant II	8.83
Nursing Assistant III	9.64
Nursing Assistant IV	10.82
Pharmacy Technician	12.21
Phlebotomist	10.98
Registered Nurse I	14.25
Registered Nurse II	17.22
Registered Nurse II, Specialist	17.22
Registered Nurse III	20.83
Registered Nurse III, Anesthetist	20.83
Registered Nurse IV	24.96
Information and Arts Occupations	
Audiovisual Librarian	21.62
Exhibits Specialist I	16.56
Exhibits Specialist II	20.53
Exhibits Specialist III	25.05
Illustrator I	16.56
Illustrator II	20.53
Illustrator III	25.05
Librarian	20.56
Library Technician	14.92
Photographer I	12.42
Photographer II	16.56
Photographer III	20.53
Photographer IV	25.05

Photographer V	30.39
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.51
Counter Attendant	7.51
Dry Cleaner	8.58
Finisher, Flatwork, Machine	7.51
Presser, Hand	7.51
Presser, Machine, Drycleaning	7.51
Presser, Machine, Shirts	7.51
Presser, Machine, Wearing Apparel, Laundry	7.51
Sewing Machine Operator	9.19
Tailor	9.79
Washer, Machine	8.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.24
Tool and Die Maker	25.18
Material Handling and Packing Occupations	
Forklift Operator	14.55
Fuel Distribution System Operator	16.51
Material Coordinator	19.44
Material Expediter	19.44
Material Handling Laborer	15.55
Order Filler	11.73
Production Line Worker (Food Processing)	12.58
Shipping Packer	12.21
Shipping/Receiving Clerk	12.21
Stock Clerk (Shelf Stocker; Store Worker II)	14.60
Store Worker I	11.21
Tools and Parts Attendant	15.78
Warehouse Specialist	12.58
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.96
Aircraft Mechanic Helper	17.18
Aircraft Quality Control Inspector	21.79
Aircraft Servicer	18.65
Aircraft Worker	19.49
Appliance Mechanic	18.65
Bicycle Repairer	15.95
Cable Splicer	19.43
Carpenter, Maintenance	18.65
Carpet Layer	18.07
Electrician, Maintenance	22.87
Electronics Technician, Maintenance I	19.79
Electronics Technician, Maintenance II	25.43
Electronics Technician, Maintenance III	26.47
Fabric Worker	17.29
Fire Alarm System Mechanic	19.43
Fire Extinguisher Repairer	16.88
Fuel Distribution System Mechanic	19.43
General Maintenance Worker	16.81
Heating, Refrigeration and Air Conditioning Mechanic	19.43
Heavy Equipment Mechanic	19.43
Heavy Equipment Operator	19.43
Instrument Mechanic	19.43
Laborer	8.34
Locksmith	18.65
Machinery Maintenance Mechanic	22.11

Machinist, Maintenance	18.10
Maintenance Trades Helper	15.90
Millwright	22.34
Office Appliance Repairer	18.65
Painter, Aircraft	18.65
Painter, Maintenance	18.65
Pipefitter, Maintenance	19.48
Plumber, Maintenance	18.70
Pneudraulic Systems Mechanic	19.43
Rigger	19.43
Scale Mechanic	18.07
Sheet-Metal Worker, Maintenance	19.43
Small Engine Mechanic	18.07
Telecommunication Mechanic I	19.43
Telecommunication Mechanic II	20.20
Telephone Lineman	19.43
Welder, Combination, Maintenance	19.43
Well Driller	19.43
Woodcraft Worker	19.43
Woodworker	17.48
Miscellaneous Occupations	
Animal Caretaker	8.02
Carnival Equipment Operator	8.83
Carnival Equipment Repairer	9.23
Carnival Worker	7.62
Cashier	6.52
Desk Clerk	7.17
Embalmer	17.03
Lifeguard	6.76
Mortician	17.03
Park Attendant (Aide)	8.51
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.76
Recreation Specialist	10.41
Recycling Worker	9.66
Sales Clerk	6.76
School Crossing Guard (Crosswalk Attendant)	8.23
Sport Official	5.88
Survey Party Chief (Chief of Party)	11.59
Surveying Aide	7.14
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.30
Swimming Pool Operator	10.95
Vending Machine Attendant	9.66
Vending Machine Repairer	10.95
Vending Machine Repairer Helper	9.66
Personal Needs Occupations	
Child Care Attendant	7.52
Child Care Center Clerk	9.36
Chore Aid	7.74
Homemaker	10.52
Plant and System Operation Occupations	
Boiler Tender	19.43
Sewage Plant Operator	18.65
Stationary Engineer	19.43
Ventilation Equipment Tender	15.93
Water Treatment Plant Operator	18.65
Protective Service Occupations	
Alarm Monitor	12.22

Corrections Officer	16.49
Court Security Officer	16.49
Detention Officer	16.49
Firefighter	14.46
Guard I	7.80
Guard II	14.05
Police Officer	18.52
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.24
Hatch Tender	14.24
Line Handler	14.24
Stevedore I	13.69
Stevedore II	14.79
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.05
Air Traffic Control Specialist, Station (2)	18.65
Air Traffic Control Specialist, Terminal (2)	20.54
Archeological Technician I	15.61
Archeological Technician II	18.17
Archeological Technician III	23.17
Cartographic Technician	22.99
Civil Engineering Technician	20.53
Computer Based Training (CBT) Specialist/ Instructor	23.29
Drafter I	12.46
Drafter II	14.02
Drafter III	18.69
Drafter IV	23.17
Engineering Technician I	13.69
Engineering Technician II	15.37
Engineering Technician III	18.48
Engineering Technician IV	23.44
Engineering Technician V	26.54
Engineering Technician VI	32.12
Environmental Technician	17.21
Flight Simulator/Instructor (Pilot)	24.09
Graphic Artist	20.80
Instructor	19.04
Laboratory Technician	15.12
Mathematical Technician	23.94
Paralegal/Legal Assistant I	13.69
Paralegal/Legal Assistant II	18.73
Paralegal/Legal Assistant III	22.85
Paralegal/Legal Assistant IV	27.74
Photooptics Technician	21.21
Technical Writer	23.75
Unexploded (UXO) Safety Escort	17.19
Unexploded (UXO) Sweep Personnel	17.19
Unexploded Ordnance (UXO) Technician I	17.19
Unexploded Ordnance (UXO) Technician II	20.80
Unexploded Ordnance (UXO) Technician III	24.93
Weather Observer, Combined Upper Air and Surface Programs (3)	17.06
Weather Observer, Senior (3)	18.99
Weather Observer, Upper Air (3)	17.06
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.32
Parking and Lot Attendant	9.26
Shuttle Bus Driver	12.85

Taxi Driver	10.72
Truckdriver, Heavy Truck	20.45
Truckdriver, Light Truck	12.85
Truckdriver, Medium Truck	19.92
Truckdriver, Tractor-Trailer	20.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor
 eeks after 8 years, 4 weeks after 15
 years, and 5 weeks after 30 years. Length of service includes the whole span of cont
 service with the present contractor
 or successor, wherever employed, and with the predecessor contractors in the performa
 similar work at the same Federal
 facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Kin
 s Birthday, Washington's Birthday,
 Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving
 nd Christmas Day. (A contractor may
 substitute for any of the named holidays another day off with pay in accordance with
 communicated to the employees
 involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as
 ed):

1) Does not apply to employees employed in a bona fide executive, administrative, or
 ssional capacity as defined and
 delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is
 ed to pay for all work performed
 between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pa
 erential amounting to 10 percent of
 the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a re
 tour of duty, you will earn a night
 differential and receive an additional 10% of basic pay for any hours worked between
 d 6am. If you are a full-time
 employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, y
 paid at your rate of basic pay plus
 a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not
 me (i.e. occasional work on Sunday
 outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees empl
 n a position that represents a high
 degree of hazard including working with or in close proximity to explosives and incen
 materials involved in research,
 testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as:
 ing, blending, dying, mixing, and
 pressing of sensitive explosives pyrotechnic compositions such as lead azide, black p
 and photoflash power. All dry-house
 activities involving propellants or explosives. Demilitarization, modification, reno
 , demolition, and maintenance
 operations on sensitive explosives and incendiary materials. All operations involvin
 rding and cleaning of artillery
 ranges.

A 4 percent differential is applicable to employees employed in a position that repre
 a low degree of hazard. Including
 working with or in close proximity to explosives and incendiary materials which invol

tential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment be ed.

All operations involving, unloading, storage, and hauling of explosive and incendiary nce material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eithe he terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such unifor maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in ac ce with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate r of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform ng and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wa ermination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the fu ng of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a r \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such y cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by erms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that em s be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service C t Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, u otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or iting to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specif descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1 F 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not d herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classifica isted in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., approp level of skill comparison) between

such unlisted classifications and the classifications listed in the wage determination shall conform to the classes of employees. The contractor shall be paid the monetary wages and furnished the fringe benefits as are determined. The conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conforming classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report shall be submitted to the contracting officer not later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including the position of the contractor and employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time is required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupational Classifications" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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